


Department
of Education,
Sport and
Culture



Grow
your teaching career
in our Island's
secondary schools

Working together for the Isle of Man



Isle of Man
Government

Keillyn: Eilan Yennin

Department of Education, Sport and Culture - Strategic Plan 2021-26

Our aim is to inspire learners to flourish in life. Our goals for all individuals are:

- to be safe
- to be healthy
- to be included
- to achieve

We will achieve our vision by focusing on the following five areas of action:

Curriculum, Learning & Achievement

Enabling all learners to obtain the skills, knowledge and understanding to achieve their own personal goals, flourish in life and become positive contributors to society. Every learner will be challenged and encouraged to achieve.

Early Intervention

Early Intervention support will be provided at any stage in a child or young person's development or education. Practitioners will quickly identify educational or emotional needs of learners and provide services and support as soon as this identification is made. Inclusive education allows for all children and young people regardless of ability, background and race to have the same opportunities to learn and develop.

Employability

The development of broad transferrable skills that support learning and future employment. Employability skills enable the development of a flexible and adaptable Island workforce which will meet the needs of employers both now and in the future.

Health and Wellbeing

Embracing an individual's physical, emotional, and mental health to support a positive mind-set and behaviours, empowering them to make positive lifestyle choices to improve their overall health and wellbeing.

Corporate Responsibility

The impact the Department has on our community, the environment and the economy. The Department contributes positively to all stakeholders, ensures it operates in an ethical and sustainable way, whilst being transparent and accountable through good governance.

**"To inspire learners
to flourish in life."**



Education on the Isle of Man

The Isle of Man's education system has a number of close ties with the UK's, particularly in relation to aspects of the curriculum. Schools offer a combination of International GCSEs, Welsh Board GCSEs and SQA qualifications at Key stage four. In the Sixth Form a combination of traditional A Levels, International A Levels, Level 3 BTEC and SQA qualifications are offered.

The Island also has its own curriculum, Essentials for Learning, which affords a more holistic way of educating children to ensure they develop 'the 6 Rs' – readiness; relationships which are positive; resourcefulness; resilience; remembering skills and reflectiveness. There is a strong emphasis on educating children about the history and culture of the Island.

The Island's schools are not subject to Ofsted inspections. Instead, schools are active participants in a system called School Self Review and Evaluation, in which schools mark themselves, outstanding, good, satisfactory or inadequate in 10 areas and these are quality benchmarked by an independent validator who works with a senior officer to quality assure the school's judgments. The system is seen as a more productive and inclusive way of developing school excellence.

Rates of Pay & Benefits

Newly Qualified teacher salaries are roughly equivalent to that of the UK (depending on location). After completing an induction year, teachers can apply to take on additional teaching and learning responsibilities. When you reach the top of the main pay scale, you could then be considered for a move onto the upper pay scale. An experienced teacher with responsibility for leading a faculty in a large secondary school would attract a salary in excess of £50,000.

Secondary Head Teachers, in recognition of the considerable responsibility they have for large budgets, often more than 100 teaching and non-teaching staff and hundreds of pupils, can be paid more than £90,000 in large schools. The Isle of Man Government also operates a generous contributory pension scheme rewarding length of service, salary and the amount you pay into the scheme.

On moving to the Isle of Man and beginning employment in a teaching role you may be eligible to receive a golden hello up to £4000 if you are in your second or third year of teaching and if relocating to the island a £200 per month housing allowance.

The Isle of Man benefits from having the oldest continuous parliament in existence in the world today - Tynwald - and its stable political infrastructure makes it an excellent place to live and work.

The Island offers residents an excellent quality of life. With incredibly low unemployment, a temperate climate, a favourable tax regime, the lowest crime rate in the British Isles and the fact you can get from your front door to the countryside or the coast in a matter of minutes, what's not to like?

Our Essentials for Learning:

- Readiness
- Relationships
- Resourcefulness
- Resilience
- Remembering skills
- Reflectiveness



Living and working on the Isle of Man

Property

Aside from the fact it has some of the most stunning, picturesque scenery in the British Isles, there's a choice of property to suit all tastes and budgets. Unlike other offshore jurisdictions, there's no limit on buying or renting property, and mortgage tax relief is available to Manx workers.

From quaint Manx cottages tucked away in the hills or on the coast, elegant townhouses on Victorian town squares, new-builds and purpose-built apartments, rolling countryside mansions and even farms – there's something for everyone.

Education, sport and other facilities

Investment in the Island's infrastructure is a key focus for the Government, and this is reflected in its modern facilities. University College Isle of Man offer a wide range of further education opportunities, with a number of courses and degree programmes accredited by UK universities and professional bodies.

State of the art sports facilities include The Bowl, a 3,000 capacity multi-use stadium, and the National Sports Centre, one of the best-equipped purpose-built sports arenas in the British Isles with a multitude of indoor and outdoor activities on offer during the day and in the evenings. Its 8km outdoor raceway is where Manx Olympic Gold medal-winning cyclist, Peter Kennaugh, and Manx multiple Tour de France stage winner, Mark Cavendish, honed their skills as youngsters!

Manx residents are served by a state of the art, modern hospital set just outside the capital, Douglas, as well as a smaller hospital in Ramsey serving the North.

Shopping and transport links

A mix of High Street, household names and independent Manx retailers, shopping facilities across the Island are excellent. Eat like a King with fresh Manx produce grown on the land or caught fresh from the sea and sold daily in supermarkets or at the regular Farmers' Markets. With so many cultural and heritage attractions on offer, there's always something to do.

Flights and ferries link the Isle of Man to the UK, Ireland and beyond daily, meaning it's easy to go and visit family and friends regularly. A comprehensive bus network means it's easy to get around here.

Work and tax

The Isle of Man is a leading centre for finance, e-business, space commerce, insurance, aviation and shipping. The manufacturing sector is strong and tourism is a major source of income. Tax is comparatively lower than the UK, with a maximum cap of 20% on personal income over £120,000 per annum. A zero corporation tax policy makes it an excellent place from which to run a company.

For more information about moving to the Isle of Man, head to www.locate.im.

Our Essentials for Learning:

- Readiness
- Relationships
- Resourcefulness
- Resilience
- Remembering skills
- Reflectiveness



Our Secondary Schools

The Isle of Man has 5 secondary schools providing world class education to students aged between 11-18 years.

- Ballakermeen High School
- St Ninian's High School
- Castle Rushen High School
- Queen Elizabeth II High School
- Ramsey Grammar School



Ballakermeen High School



Located on one site, we are the largest school on the island with almost 1700 students on roll. Our Sixth Form has over 300 students, undertaking academic courses Post 16. We are able to offer up to 29 subjects. The Year 7 intake for September 2021 will be in the region of 260. Student numbers remain buoyant and we anticipate that our total number on roll will remain at 1600+ over the next few years.

The Isle of Man Department of Education has responded positively to the growth of the student population and we have benefitted from an impressive building programme. The academic standards of the school are strong and rising each year thanks to the hard work and commitment of the staff. However, we continue to challenge any under-achievement. The continual improvement of teaching and learning is always a priority in our school improvement plan.

Manx schools offer a 'fully inclusive' education and all schools have special units for SEBD and MLD children. In addition, at Ballakermeen, we cater for students with sensory impairments, English as an Additional Language, or those requiring 'nurture' provision.

There is a strong tradition in the arts and sporting activities. Staff give freely of their time, providing extensive opportunities for students to participate in activities, foreign visits and exchanges. We have developed strong links with China through our sister school, No 1 High School, Liuyang. Our Confucius Classroom, the first in the Crown Dependencies, opened in July 2015, offering Mandarin lessons to all schools and our island community.

The pastoral care is organised through a horizontal year system. Currently the Head of Year 7 stays with that year group on a two or three year basis to oversee liaison from partner primary schools, as well as Year 7 Induction, whilst the Heads of Year 8 to 11 follow their groups through the school. Each Head of Year is assisted by a Deputy Head of Year, or a Pastoral Support Team member without a teaching commitment. There is a dedicated Sixth Form Pastoral Team with a Key Stage 5 Leader and four Deputy Heads of Sixth Form.

We make full use of Education Support Staff who work with students in the classroom, as well as in specific subject areas.

As a secondary school teacher on the Isle of Man, you will be part of a student centred approach to teaching and learning that is underpinned by the Island's Essentials for Learning Curriculum Statement, the aim of which is 'to inspire learners to flourish in life'. Helping students understand their learning processes through reflection on the 6Rs is key within this: readiness, resilience, resourcefulness, relationships, remembering and reflection.

Our aims

- Promote the values of the school.
- Encourage all students to become responsible members of the school community and society.
- Raise levels of achievement for all students.
- Ensure that everyone respects the needs and differences of others.



Kindness



Honesty



Respect



Castle Rushen High School

Castle Rushen High School offers an engaging and balanced secondary education to the 1118 year olds who live in the south of the Isle of Man. The school has a history of high academic achievement and a reputation for providing excellent pastoral care, coupled with a wide range of high quality learning experiences, both within, and beyond the classroom. In recent years we have focussed on 'feedback', 'autonomy', 'challenge', and 'engagement' as areas for our teaching and learning development. This has helped us embed a culture of continually improving our practice, utilising our own in-house expertise and a network of international educational consultants.

Although one of the smaller secondary schools on the Isle of Man, we maintain the dynamism and energy of a 11-18 comprehensive school, coupled with a genuine learning community feel where each student is known, valued and nurtured.

Castle Rushen High School is a fantastic, inspiring and fun place to work. Our watchwords are 'Opportunity, Care and Quality', principles we apply to all our endeavours, including induction of new colleagues. New recruits are quickly made welcome and become part of our school. Helping young people succeed is what we are all about. Staff and students enjoy their teaching and learning and we all work hard to get the best possible outcomes and for everyone to enjoy their journey through our school.

Vision

To change from good to great, becoming a learning powered school, based on shared values, improving performance, and maximising potential for all.

We value:

- Each person as an individual of equal worth (so that we are all safe and happy)
- Absolute integrity (so that we can live in a confident, trusting community)
- Aspiration (so that we all strive to be our best now and in the future)



Opportunity



Care



Quality



Ramsey Grammar School



Ramsey Grammar is a great school with a proud history. There is a strong sense of community in the school and in the town of Ramsey, which is reflected in the values and positive ethos shared by the school's students, staff and parents. Our staff members are extremely hard working and are committed to providing educational opportunities that help all students to succeed.

At Ramsey Grammar School we are committed to providing the very best education for our young people. We are looking, therefore, to recruit people who are innovative and proactive; people who are constantly seeking ways to improve teaching and learning - people who are lifelong learners themselves.

Ramsey Grammar School opened on the present site in 1946, arguably the first fully comprehensive school in The British Isles. The buildings provide a pleasant spacious school, well equipped and appointed. It is located on the outskirts of Ramsey, a picturesque, seaside town with a working harbour and a population of around 6,000. About 50% of our students live in the surrounding rural areas and travel on school buses. The school is well situated in a tranquil setting, having some of the most breathtaking views from the majority of classrooms and the extensive fields. It is not quite so tranquil in TT week since it is on the actual race course!

“Providing a secure, happy, friendly environment in which students are motivated to develop their full potential and to become independent learners.”

The school acquired an extension to the original building in September 2007 to accommodate Special Needs, Design and Technology, a vast open-plan Music studio, Drama studios, Economics, Business, Politics, Rural and Agricultural Science and a state-of-the-art-Music teaching piggery, a Sixth Form Centre including a 122 seat Lecture Theatre, and a suite of new English rooms. The Lecture Theatre doubles as the venue for “The Northern Theatre Experience”, where a full programme of live screened theatrical events is offered to the local community.

An extension to the Sixth Form Centre, the “Hector Duff Study Centre” opened in May 2019. The East building houses a purpose-built Sports Hall (1988) re-roofed and significantly modernised (2007-2010) as well as an extensive and well-equipped Science Block (1995). Digital technology is used throughout the school, supported by Wi-Fi, and all classrooms are equipped with at least projection and sound facilities.

Ours is a fully inclusive school with, presently, 934 students on roll including a Sixth Form of 141 and extensive facilities (The Student Service and Support Area), for SEBD, MLD, SLD and PMLD students and those requiring Nurture provision. We have a high staying on rate reflecting the able nature of our intake. Well-equipped classrooms, talented and experienced staff with a clear direction and students who are hardworking, keen and wanting to please, make Ramsey Grammar School a very rewarding place to teach.

The Sixth Form is steadily increasing in number and the vast majority of Sixth Form students progress to Higher Education. KS5 results have consistently been amongst the best on the island.



Ramsey Grammar School



A thirty period week operates, consisting of 6x50 minute periods each day. Class sizes are controlled to maintain advantageous teaching groups. There are relatively few classes of more than 28 students. Initially, in Year 7, all subjects are taught in mixed ability groups. Setting becomes more commonplace in Years 8 and 9. The option pattern enables all students to choose their Sciences and select from a wide range of Arts, Humanities, D&T, Languages and Social Science subjects.

The Pastoral system is Year based and Tutor groups are mixed ability. Students register in the three buildings to effectively create an Upper School of Years 10 and 11 and a Lower School, with the Sixth Form Centre in the South Building. Subject Departments are located in the same area and therefore students, rather than staff, move between the buildings.

Extra-curricular activities play a major part in the life of the school. Due to the reliance on school buses, the majority of clubs and societies operate at lunchtime, with over one hundred and fifty activities each week.

The school is a centre of musical excellence, with instrumental groups, a scratch orchestra, choirs and a healthy contemporary music scene. There is normally an annual "school show" which gives creative Arts teachers the chance to showcase the talents of our students.

Sport plays a major part in everyday school life and RGS is the pre-eminent sporting school on the Island. Many students play representative sport and a full fixture list operates throughout the school year.

Students are encouraged to participate in The Duke of Edinburgh Award Scheme, and the best regularly achieve Gold awards before they leave school. Gold expeditions have visited New Zealand, France, the Mountains of Mourne, Snowdonia and Shetland, and Silver expeditions visit Eire every year. Sixth Form students take part in Junior Achievement and in the Charity Challenge, as well as engaging in the Northern Live at Home Scheme. Sixth Form students distinguished themselves last year by winning the Junior Achievement Company Programme and the Sixth Form Charity Challenge and came second in both competitions this year.

Ramsey Grammar School is committed to working with the community and is a happy school with relationships between students and staff characterised by mutual support and respect.

**"Delivering excellence
for all."**



St Ninian's High School

Our school is located on two sites; our Lower School, located in Onchan where Year 7, 8 & 9 are educated and the Upper School, located in Douglas where Year 10, 11, 12 & 13 are educated.

Lower School

The Lower School (Bemahague site) was opened in September 2012. It is a superb modern building with outstanding facilities for our students to enjoy. These include two large sports halls, a 3G astro turf pitch, tennis/netball courts and landscaped grounds that incorporate a cricket pitch and a rugby/football pitch. Inside the school boasts a large dance studio, an assembly/ performance hall, a suite of ICT rooms all stocked with Apple computers, five purpose-built science labs and a hydro therapy pool. One major feature is the care taken to ensure all students can enjoy a full and inclusive education on the site.

The lecture/conference room is also a feature of the school which is used by the school but also regularly hosts meetings and conferences from organisations across the island. The islands peripatetic music department is also located on the Lower School site. All the facilities are available for lettings during evenings and at the weekend and many community groups benefit from our superb facilities, as well as our students.

Upper School

The Upper School (Ballaquayle site) was built and completed in 1927 in what was then Outer Douglas. Now it is based within the town boundary. The Upper School is home to students in Key Stage 4 and our Sixth Form. Although an older building the excellent facilities have been regularly upgraded and our students benefit from the many specialist rooms required to be successful in the courses we run at the school. These include specialist technology workshops, food technology and textiles rooms; science laboratories; fully equipped computer rooms; drama studio; Sixth Form Hub; Progress Zone; Special Unit; gym weights room and sports hall.

Pastoral Care

Our Pastoral Care system at St. Ninian's is an essential part of supporting our students' wider needs and wellbeing. Each year group has a strong pastoral support team led by a Head of Year who oversees a team of form tutors. We also have four non-teaching Student Support Officers who are dedicated to supporting our students throughout each school day.

There is a thirty minute tutorial period each day in which tutors deliver a bespoke PSHEE programme, have weekly assemblies and monitor student progress. Each year group also benefits from a pastoral enrichment day where normal lessons are suspended and students focus purely on PSHEE and pastoral issues.

The school also operates an emotional first aid drop-in system as well as the more formal Listening Service.

Our aims

- Every student is empowered to take responsibility for their own learning and decision-making.
- Every student leaves with clear aspirations for their own future success.
- Every student has developed the skills and dispositions to be life-long learners, make a positive contribution to society and be an active and engaged citizen.
- Every student shows care and respect for themselves, others, their community and the environment.



Respect



Aspiration



Empowerment

St Ninian's High School

The Progress Zone

St. Ninian's High School has a whole school approach to learning, which recognises and embraces the potential of all of its students.

The Progress Zone is an inclusive, fluid, learning support system, providing positive support for students and is part of their general educational provision. At any one time up to a quarter of the school population will be supported in some way by the Progress Zone.

The education of all students is a whole school priority and responsibility. All students will be able to access the support they require at different times according to the individual need. The emphasis will be on a proactive approach that supports their learning needs.

Sixth Form

We have a thriving Sixth Form with approximately 250 students in both Year 12 and Year 13. Students can choose from up to 40 Level 3 courses which include traditional A Levels, International A Levels, Level 2/3 BTEC qualifications and Scottish SQA qualifications. This year we have also opened our new Sixth Form Hub, which includes a large common room/work space and a large, purpose built café/social area. This new area is complemented by two computer rooms dedicated to our Sixth Formers to use in their non-contact time.

Through our numerous enrichment and wider school opportunities, we aim to encourage our students to develop into well-rounded individuals who have the skillset to face any challenge. The Sixth Form Enrichment Programme gives students the opportunity to access a wide range of seminars, talks and experiences designed to focus on their health and wellbeing, approaches to learning and essential life skills. Our Sixth Form Team of specialist Personal Tutors, Student Support and non-teaching staff are committed to developing positive relationships with our students and use their experience and expertise to support students through the key decisions they make about their future pathways.

Approximately 75% of our cohort go on to study at university and other higher education institutions; they are guided through the process by their tutors to ensure they have the best possible chance of gaining entry into their first choice university. For students who choose to follow a pathway straight to employment, we have a dedicated Employability Co-ordinator who liaises with local employers to identify opportunities for post-18 employment.

“Empowering our students to be self-motivated and confident learners who have respect for others and clear aspirations for their future success.”



Respect



Aspiration



Empowerment



Queen Elizabeth II High School

"gleck dty share dy kinjagh - always strive to do your utmost"

Welcome to Queen Elizabeth II High School, a genuine local comprehensive, proud to serve the community of the west of the Isle of Man. We have a reputation for academic excellence and for the care we show to young people.

The school opened in 1979 and has excellent facilities. We are in the final stages of planning a new Science and Technology extension. There are currently about 830 students on roll, including a sixth form of 130 students. We collaborate with two other schools and University College Isle of Man (UCM) to extend the curriculum offer to post-16 students.

We are fortunate to have an excellent team of specialist teachers, committed to continuing professional development to update their subject knowledge and their pedagogical skills. We are also active in the training of new teachers. Our teachers demonstrate a real passion for their subject, making it interesting for students whilst building positive relationships with them through ongoing learning dialogues.

Each subject department has its own specialist teaching rooms and we place emphasis on providing up to date facilities for learning. The school has excellent access to digital technologies and students in the digital learning group help lead the development of use of technology to support learning. Sporting facilities are superb.

Our support staff are integral to the success of the school. We have a great team who provide pastoral and academic support to our young people, administrative and technical support to teachers while the site and catering teams make sure we are well fed and looked after.

Our aims for young people are summed up as follows:

- L** - Love of learning for life
- E** - Encourage and engage in learning
- A** - Aspire and achieve
- R** - Respect each person's contribution
- N** - Nurture and develop talents

Our vision for staff

- A team with shared goals
- We are supportive and supported
- We feel valued and respected
- We take pride in success



Respect



Integrity



Care



Isle of Man
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Kailtye Ellan Vannin

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Working together for the Isle of Man